

## Managing my money

# Savings Plans PEG, PERECO et PERO

### Where can I find information on the different plans?

☎ N° vert (free): 0 800 827 121

🌐 [monepargne.ere.bnpparibas](http://monepargne.ere.bnpparibas)

📱 App Mon Epargne Entreprise

Android



iOS



	PEG ou PEE Corporate Savings Plan ou Group Saving Plan
<b>Objectives</b>	Build up abundant savings and tax-exempt, blocked in for 5 years, with the possibility of early release
<b>Funding</b>	<b>Participation and/or Profit-sharing</b> tax-free if invested in PEG/PEE. <b>Voluntary monthly payments</b> from July to December or exceptional payment in December
<b>Contribution</b>	Maximum contribution is €1,404/per year, the first €700 are matched at 100 % regardless of the fund chosen, +€704 abundantly at 50 % on Schneider share fund. Negotiations are underway to review the amount and terms of the contribution level in 2025  The contribution is reserved for employees. Schneider retirees who have kept their PEG can benefit from the -15 % WESOP discount
<b>Management</b>	<ul style="list-style-type: none"> <li>• No entry or exit fees.</li> <li>• Ability to arbitrate between funds in Mon Epargne Entreprise, free of charge</li> </ul>
<b>In case of early release</b>	Savings are blocked for 5 years, except: <ul style="list-style-type: none"> <li>• Purchase, extension or energy renovation of the primary residence,</li> <li>• marriage, pacs, birth or adoption, divorce, separation, dissolution of a pacs,</li> <li>• domestic violence, disability, death of spouse/pacs partner,</li> <li>• over-indebtedness, termination of employment contract</li> <li>• purchase of a clean vehicle</li> <li>• caregiver</li> </ul>
<b>Exit &amp; taxation</b>	Not taxable on income, but capital gains subject to social security contributions (17.2 %)
<b>Voluntary payment (VV)<sup>(1)</sup></b>	Not deductible from taxable income
<b>In case of departure</b>	<b>In case of departure</b> (resignation, retirement, etc.) the account can be kept but is subject to management fees (around €35/year)

(1) Voluntary PEG + PERECO payments:  
you can contribute up to 25 % of your gross remuneration into your employee savings scheme across all savings plans



PERECO Collective Retirement Savings Plan	PERO Mandatory Company Retirement Savings Plan
Build up abundant savings for retirement, with possibility of early release	Build up savings for retirement, with the possibility of early release
<b>Monetised CET Days</b> <b>Monthly Voluntary Payments:</b> <ul style="list-style-type: none"> <li>July to November</li> <li>or exceptional in December</li> </ul>	<b>Compulsory contributions paid by</b> <ul style="list-style-type: none"> <li>Schneider (1.67 %)</li> <li>yourself (0.50 %)</li> </ul> <b>Monetised CET days</b> <ul style="list-style-type: none"> <li>max 10 days/year</li> </ul> <b>Voluntary Payments</b> <ul style="list-style-type: none"> <li>at any time</li> </ul>
Maximum contribution of €800/year for a payment of €1,309	No matching contribution
No entry fees. Controlled management (by default) or Free Management	
Savings are blocked until retirement, except: <ul style="list-style-type: none"> <li>Purchase of the main residence or rehabilitation after natural disaster,</li> <li>Disability (including children) or death of the employee or spouse/pacs,</li> <li>Over-indebtedness, termination of rights to the ARE (allowance for unemployment), Absence of employment contract for more than 2 years.</li> </ul>	
<b>Exit</b> <ul style="list-style-type: none"> <li>in capital</li> <li>life annuity possible</li> </ul> <b>Inheritance</b> if the employee dies before the age of 70 and before the liquidation of the scheme, the capital accumulated in the PERECO will be paid to designated beneficiaries.	<b>Voluntary Payments</b> possible capital outflow <b>Compulsory contributions</b> if annuity > €110/month, compulsory exit in life annuity, otherwise compulsory exit in capital <b>Inheritance</b> in the event of the employee's death before the age of 70 and before liquidation of the scheme, the capital built up in the PERO will be paid to designated beneficiaries
<b>Choice of:</b> deducted from taxable income (within your tax retirement savings limit) and taxed on exit (capital gains taxed on taxed at 12.8 % or on the progressive scale and subject to social security contributions 17.2 %) or not deducted from taxable income	
<b>In case of departure (resignation...)</b> the account is either kept but no longer funded by Schneider or transferred to a similar contract.	

